



JONATHAN GOLDBERG

Chief Executive Officer – Global Business Solutions

Qualification: MBA (cum laude)

Nationality: South African

Language Skills

Competency scale (5=excellent; 1=beginner)	Reading	Speaking	Writing
English (1 st language)	5	5	5
Afrikaans (2 nd language)	5	5	5
isiXhosa (3 rd language)	1	2	1

Key Areas of Expertise

- Black Economic Empowerment
- Labour Law Legal Advice/Consulting
- Industrial Relations Turnaround Strategies
- Industry representation
- General Business Development
- Transformation Modelling
- Negotiation Lead
- Employment Equity
- Mergers & Acquisitions
- Arbitration & Mediation
- Research Reports & Opinion
- Training & Development
- Strategic Direction
- Lecturer/Keynote Speaker

Education

Tertiary	Degree(s) or Diploma(s) obtained:
University of Port Elizabeth (1983)	BComm
University of Port Elizabeth (1986)	LLB
University of Stellenbosch (1988)	Honours in Business Administration (cum laude)
University of Stellenbosch (1989)	Masters in Business Administration (cum laude)
Institute of Directors of Southern Africa	Certified Chartered Director

Executive Summary

Johnathan is the CEO of Global Business Solutions and holds several qualifications, including a BComm, LLB and an MBA (cum laude). Over the past 20 years, he has been at the forefront of the changing labour law landscape, leading negotiations at plant, industry and NEDLAC levels. He assists clients to navigate the dynamic regulatory environment. Jonathan holds several key roles including being nominated as a business representative, as employment conditions commissioner, chief operating officer of the Confederation of Associations in the Private Employment Sector (CAPES), member of the Employment Services Board, and as a BUSA representative at NEDLAC focusing on labour law amendments, including a-typical employment. Jonathan continues to be actively involved in various industries, leading and advising on negotiations in numerous sectors of the economy. He is the chairperson of two large South African organisations, one of which is listed on the Johannesburg Stock Exchange. As a sought-after advisor/speaker and lecturer, Jonathan has conducted thousands of strategic interventions and presentations, sharing his expertise and insight.

Membership of Professional Bodies

- South African Board for Personnel Practice (SABPP) - Master HR Practitioner in the field of Employment Relations
- Independent Mediation and Arbitration Panel of Republic of South Africa - Member
- Tokiso Dispute Resolution panel - Panellist
- The Institute of Directors (IOD) – Member and Chartered Director
- COMENSA (Coaches and Mentors of South Africa) - Member
- Kingswood College Council - Councillor
- Old Kingswood Club - Official Trustee and President
- National Association for B-BBEE Consultants - Executive member
- Employment Conditions Commission (EEC) - Commissioner
- The South African Chamber of Commerce and Industry (SACCI) - Director & Board Member
- South African Payroll Association (SAPA) - Patron
- Transkei National Manpower Commission - Former Member
- The Industrial Court - Former Member
- CCMA - Former part-time Senior Commissioner

Professional Experience: Corporate

(Date from – date to)	Position	Company
1989 - to date	Chief Executive Officer	Global Business Solutions
1989 - to date	Director	Compass Properties
2003 - to date	Director and Chairperson of REMCO	Isegen SA

(Date from – date to)	Position	Company
2010 - to date	Trustee	CAPES Provident Fund
2012 - to date	Board Member	AMAMA Social Enterprise
2014 - to date	Human Resources Sub-Committee Member	South African Rugby Union
2015 - to date	Chairman (2015), Director and Chairperson of REMCO	Nvest (Pty) Ltd
2015 - 2016	Judge	Oliver Empowerment Awards
2000 - 2012	Director	Ikhwezi Investment Holdings
1989 - 2008	Director	National Financial Services (Pty) Ltd
1989 - 2005	Managing Director	IDEC Financial Services (Pty) Ltd

Professional Experience: Education and Training

(Date from – date to)	Position	Company
2016 - to date	Certified Chartered Director	Institute of Directors of Southern Africa
2003 - to date	Council Member	Kingswood College
2015 - to date	Board member of School of Management Science Advisory Board	Nelson Mandela Metropolitan University
2006 - 2008	Advisory Board Member	Rhodes Investec Business School
2005 - 2013	Senior lecturer and developer of the B-BBEE Executive Management Programme	Wits Business School
2005 - 2011	Senior lecturer and developer of the B-BBEE Executive Management Programme and MBA programme	Stellenbosch Business School
2004 - 2006	Senior lecturer	Fort Hare University

Professional Experience: Association and other Industry related

(Date from – date to)	Position	Company
1989 - to date	Executive Board Member	National Association of BEE Consultants
2000 - to date	Patron	South African Payroll Association
2014 - to date	Commissioner	Employment Conditions Commission
1989 - to date	Chief Operating Officer	Confederation of Associations in the Private Employment Sector (CAPES)
2012 - to date	Member – Legal Task Team and Business Unity of SA Negotiating Team	NEDLAC
1989 - to date	President	Old Kingswood Club
1989 - to date	Founding Member	Legends Fund - assists disadvantaged children to gain access to private education
2010 - to date	Master HR Practitioner	The South Africa Board for People Practices
1989 - to date	Mediator and Arbitrator	Tokiso
1990 - 2000	Mediator and Arbitrator	Independent Mediation and Arbitration Services of Southern Africa
2014 – to date	Consultant and Facilitator	<ul style="list-style-type: none"> • Business development and Start-up-National • BEE Business Development Joint Ventures – International Relocation of International Companies to RSA
2015 – to date	Chairperson – Performance and Audit Committee	Amathole District Municipality
2005 - 2013	Senior Commissioner	Commission for Conciliation, Mediation and Arbitration (CCMA)
1990 - 2000	Member	Transkei National Manpower Commission
1992 - 2000	Member	Industrial Council

Professional Experience: Negotiating Experience

(Date from – date to)	Description
2016	Facilitated the negotiation strategy for the Automotive Manufacturers
2016	Represented employers in the Tyre and Rubber Sector negotiations
2006 - 2010	Represented Coca Cola Fortune (Pty) Ltd annual wage negotiations
2008 - 2009	Advised employers in the Motor Industrial Bargaining Council
1998 - 2004	Represented employers in the establishment of the Textile Bargaining Council
1998 - 2004	Represented employers in the establishment of the Chemical Bargaining Council
1994 - 2003	Represented employers in the Kei Motor and Metal Engineering Employers' Association
1994	Established the Metal Engineering Bargaining Council of Transkei
1992	Co-drafted the Transkei Labour Relations Decree
1990 - 1992	Represented employers in the National Manpower Commission Chaired by Professor Wiehan

Awards

(Date from – date to)	Project/Position	Description
2018	Future of HR Awards	CEO of the Year
2012	Adcorp	Chairman's Award
2012	ABSA Jewish Awards	Co-winner of the Business Person/Entrepreneur Award
2011	Federation of African Professional Staffing Organisation (APSO)	Founders Cup Award
2009	Border Kei Chamber of Commerce & Daily Dispatch	Business of the Year Category C
2009	Border Kei Chamber of Commerce & Daily Dispatch	Business Person of the Year

Publications and Key Developments

(Date from – date to)	Description
Ongoing	Compiling numerous regular editorials/articles on labour relations for broad & industry publications countrywide
Ongoing	Development and presentation of training seminars for related industries
2016	Co-author of “Broad-Based Black Economic Empowerment – Definitive Amended Codes”
2008 - 2016	Leader & Development of Masters in Labour Law
2000 - 2016	Leader & Development of Diploma in Labour Law
2014	Co-author of “Broad-Based Black Economic Empowerment – Amended Codes and Scorecard”
2009 - present	Editor of the Jewish Journal

Publications and Key Developments

(Date from – date to)	Description
2008 - 2013	Member of Development Team for Certificate in Labour Law (Rhodes Business School)
2005 - 2010	Design of FreeBEE, a software package on the implementation of Broad-Based Black Economic Empowerment
2000 - 2009	Design and development of Equity Expert I and II (software package)
2008	Co-author of “Broad-Based Black Economic Empowerment”
2005	Co-author of “Cracking Broad-Based Black Economic Empowerment, 2005, first published authority in South Africa